

August 16, 2018
LTA Bargaining Update and Re-Cap

As we enter the 2018-19 school year, reopener negotiations with the District dating back to July 1, 2017 remain unresolved. This includes salary increases owed all bargaining unit members retroactive to July 1, 2017, and July 1, 2018, as well as proposed improvements to health and welfare benefits and other areas of our collective bargaining agreement. We ended last school year far apart on these key issues.

With subsequent bargaining dates scheduled for the beginning of this school year, LTA remains committed to reaching a fair settlement with the District. Our next negotiation session with the District is scheduled for **August 29, 2018**. It is critical LTA members help NOW in supporting our efforts at the table and sending a strong unified message to LUSD leadership to settle our contract!

The following update provides a brief recap regarding bargaining to date, details regarding the parties' respective positions in key open areas, and next steps for membership participation and support.

RE-CAP:

The LTA and LUSD Bargaining Teams met for a total of 10 sessions last year. Our last session prior to summer break occurred on June 5, 2018. While the District was interested in continuing negotiations over the summer, we opted not to meet during the break. Given the seriousness of the issues being discussed at the table, we believed members would be more available to engage in and participate in the bargaining process when school is in session.

SALARY:

The most recent salary offer from the District includes an off-schedule 0.4% increase effective July 1, 2017, and an off-schedule 0.3% increase effective July 1, 2018, for all bargaining unit members. This amounts to **0% on-schedule over two years**.

Using round number example salaries, the District's proposal looks like the following:

LUSD Proposal	7/1/2017	7/1/2018		
Example Salary	0.4% OFF Schedule	0.3% OFF Schedule	On-Schedule/ Ongoing Increase	Salary eff 7/1/18
\$50,000	\$200 1-time payment	\$150 1-time payment	\$0	50,000
\$60,000	\$240 1-time payment	\$180 1-time payment	\$0	60,000
\$70,000	\$280 1-time payment	\$210 1-time payment	\$0	70,000
\$80,000	\$320 1-time payment	\$240 1-time payment	\$0	80,000
\$90,000	\$360 1-time payment	\$270 1-time payment	\$0	90,000

Contrary to the District's proposed off-schedule increase, LTA is proposing on-schedule across-the-board increases in each year, retroactive to July 1, 2017 and July 1, 2018. LTA's most recent proposal includes an **on-schedule 3.5% across-the-board salary increase retroactive to July 1, 2017, and an on-schedule 5% across-the-board salary increase retroactive to July 1, 2018** for all bargaining unit members.

In addition to across-the-board salary increases, effective July 1, 2017, and July 1, 2018, LTA continues to demand the parties address the following: adjustments to CTE teacher pay; inclusion of elementary honorariums; structural issues with the ECE Salary Schedule; and inequities in the counselor salary schedule and working day (counselors currently work a 7 ½-hour day but are paid on the teacher 7-hour/day salary schedule).

HEALTH & WELFARE BENEFITS:

With respect to Health and Welfare Benefits, LTA proposed moving away from our hard-cap pool-based cost share model to a percentage-based cost-share formula. **Currently, the cost-share for medical insurance between the District and LTA is based on an amount equal to about \$8600 per full-time equivalent bargaining unit member ("FTE").** Under this model, the total amount generated from \$8600 per FTE is placed in a pool. The parties then determine the District's cost of these plans by splitting the amount of money in the pool between single, two-person, and family plans. The employee picks up the difference in the cost.

Under LTA's proposal, since the cost-share will be tied to a percentage rather than a fixed amount, any changes to the total cost of medical insurance will be more equally shared, the employee picking up a percentage and the District picking up a percentage.

Currently, the District has proposed no changes or improvements to health and welfare benefit costs.

OTHER OPEN ISSUES:

With respect to hours of employment and working conditions, LTA continues to propose duty free recess for elementary teachers and adjustments to elementary instructional minutes in order to address obligations during parent/teacher conference week. The parties have also been working to update the evaluation forms and rubrics for instructional coaches and leads, program specialists, early childhood education teachers, counselors, speech/language pathologists, and school psychologists.

NEXT STEPS:

Our next bargaining sessions are scheduled for August 29, 2018, and September 12, 2018.

- Up to now, negotiations have dragged along with little progress.
- **As outlined above, in salary, the District has offered us 0% on-schedule across two years.**
- The District has also proposed no changes or improvements to our current health and welfare cost structure.

Our review of the District's financials across 2016-17 and 2017-18 demonstrates that there is money available to support a fair on-schedule salary increase for all bargaining unit members and make improvements to health and welfare benefits.

We need your support to achieve a fair contract settlement. The stronger we are and the greater member participation we have in LTA-organized activities, the more likely we will be in achieving our demands at the table.

To begin the school year, we are asking that each and every member put in their calendars the following dates and participate in the following activities around achieving a fair contract settlement when called upon by their LTA representatives:

August 29, 2018: Bargaining Date and LTA **WEAR YOUR RED T-Shirt DAY**

September 12, 2018: Bargaining Date, LTA **WEAR YOUR RED T-Shirt DAY, and ACTION (Info TBA by SITE REP)**

September 27, 2018: LUSD SCHOOL BOARD MEETING ACTION (6 p.m., Info TBA by SITE REP)

Only with your support and participation can we achieve a fair contract for all bargaining unit members.
Please Help Us Help You!

*Stronger Together,
LTA Bargaining Team*